



Statement of Equal Opportunity Employment

Equal employment opportunity for all individuals regardless of race, color, creed, sex, religion, national origin, age, physical handicap, disability, or political affiliation is the policy of the State Personnel Board. In order to assure non-discriminatory practices and procedures in all phases of state service personnel administration, the State Personnel Board's equal opportunity policy prohibits any form of unlawful discrimination based on the foregoing and other considerations made unlawful by federal or state laws.

It is the view of the State Personnel Board that equal employment opportunity can only be attained through state agency commitment to complying with all applicable laws affording equal employment opportunities to individuals including, among others, persons with disabilities. Accordingly, it is imperative that state agency employees make all personnel decisions in accordance with State Personnel Board policies, practices, and procedures. The selection process and criteria must assure fair and equitable treatment of all applicants and employees and not disqualify them if they have disabilities which prohibit or limit their ability to perform nonessential or marginal job functions. The Americans With Disabilities Act of 1990 requires state agencies to make reasonable accommodations for the known physical and mental limitations of otherwise qualified individuals with disabilities who are applicants or employees, provided such accommodations do not cause undue hardships to state agency operations. Qualified individuals with disabilities are persons with disabilities who meet the job-related requirements of an employment position and who can perform the essential functions of the position with or without reasonable accommodations. A person with a disability is considered to be an individual with a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such an impairment.

It is the policy of the State Personnel Board that applicants and employees with disabilities are provided equal employment opportunity in the application process as well as employment practices and enjoy the same privileges and benefits of employment as employees without disabilities.

